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Faculty Senate Minutes

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12-14-2018

### Faculty Senate Minutes - December 14, 2018

USM Faculty Senate

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**The University of Southern Mississippi  
Faculty Senate Meeting**

Friday, December 14, 2018, 2:00 p.m.

Union Hall of Honors (Hattiesburg), IVN to North Academic Building 125 (Gulf Park)

**Present:** Mac Alford (proxy), Cindy Handley (proxy), Cheryl Jenkins, Leffi Cewe-Malloy, Josh Hill (proxy), Nicolle Jordan (proxy), Brian LaPierre, Kevin Greene (proxy), Sharon Rouse, Susan Howell, Jeremy Scott, Jonathan Yarrington (proxy), Scott Milroy (proxy), Jennifer Courts, Miles Doleac (proxy), Ann Marie Kinnell (proxy), Bob Press, Eric Saillant, David Holt, Tom Rishel, Lee Follett, Don Redalje, Amber Cole, Mike Morgan, John Lambert (proxy), Melinda McLelland, Melinda Bowens, Lilian Hill, Catharine Bomhold, Susan Hrostowski, Kim Ward (proxy), Jennifer Brannock

**Absent:** Charles McCormick, Anne Sylvest, Bradley Green, Tim Rehner, Winston Choi, David Lee, Bonnie Harbaugh, Ashley Krebs

1.0 Organizational Items

1.1 Call to Order

1.2 Roll Call

1.3 Recognition of Quorum (20)

1.4 Recognition of  $\frac{2}{3}$  membership for voting on Bylaws and Resolutions (26) – failed to meet minimum

2.0 Adoption of Agenda: **Approved** unanimously by voice vote

3.0 Program - None

4.0 Approval of Minutes:

4.1 October 2018: **Approved** unanimously by voice vote

5.0 Officer Reports

5.1 President (Susan Hrostowski):

- Resolution to encourage Aramark and Barnes & Noble to reduce plastic use: Instead of plastic recycling, try plastic reduction in terms of take-out boxes, etc. Consider replacing styrofoam and plastic products with paper. Paper products help MS economy. China not buying as much plastic for recycling, thus going to landfills. SGA likely to consider such a resolution; we could partner. Perhaps Staff Council, too?
- Sports Wagering Policy--no USM admin or faculty with direct connection to athletic information is allowed to do sports betting. Others use caution, and do not share information that could be used in betting (e.g., "I noticed the football player in my class with a crutch today.").

- The raise in the Dome was a promotion from Interim to approved VPFA: \$70,000. One other person received a one-time stipend of \$20,000 to take on one-time extra responsibilities.
- Krystyna's compensation grading system should be ready by the New Year. Some faculty have expressed cogent arguments for a separation of faculty and staff grading systems.
- Beginning next fall, students will be expected to pay up front or to sign up for a 3-month payment plan, so that all student tuition and fees have been paid by time of registration for next semester's classes.
- New sabbatical policy--President and Provost are awaiting a review by the legal team at IHL. They sense that it won't stand, and we'll return to the usual interpretation. However, is likely to affect people right now.
- Possibility of discontinued email for retirees after 6 months (per Krystyna Varnado). Expressed disapproval to Krystyna and Cabinet.
- Person chosen for Director of Physical Plant--will begin by July 1 and start with custodial and facilities. Likely to eventually take Chris Crenshaw's place upon retirement in a couple of years.
- Senators Elaine Molaison leaving; Tim Rehner leaving
- Will request training for employees to help our students with mental health issues. Something we can do in partnership with Staff Council. Brad Green and Cindy Handley's proposal for university support (no cost) for a mindfulness app was rejected. Some free alternatives were suggested.

5.2 President-Elect (Susan Hrostowski): No report

5.3 Secretary (Melinda McLelland): No report

5.4 Secretary-Elect (Amber Cole): No report

## 6.0 Decision / Action Items

6.1 None

## 7.0 Standing Committee Reports

7.1 Academics (Kevin Green): No report

- David Holt suggested the committee consider looking into a formal training/professional certification for IVN.

7.2 Administrative Evaluations (Melinda McLelland):

7.2.1 Survey Modifications

- The committee met and modified the administrative evaluation survey to simplify the data analysis process. The survey was emailed to the senate a week ago. Please provide

any constructive feedback on item content ASAP. The survey will be emailed to the faculty by the end of January.

### 7.3 Awards (Bradley Green): No report

### 7.4: Bylaws (Kim Ward):

#### 7.4.1 Size and Composition of the Faculty Senate

- COMMITTEE: Faculty Senate Bylaws Committee
- MEETING DATE: 11/29/2018
- MEMBERS IN ATTENDANCE (in BOLD): **Kim Ward, Catharine Bomhold, Donald Redelje, Brian LaPierre**, David Lee
- ACTIONS OF MEETING
- Agenda Item: Review and finalize recommendations regarding the Faculty Senate Bylaws. These updates/changes will be compiled and proposed to the Faculty Senate for approval.
- Discussion: Discussion included topics regarding the following: 1) Faculty Senate representation and size a. Results of Governance Committee survey revealed a preference, yet not strong, for the representation and size as recommendation by the Reorganization Committee. The committee agreed, yet is recommending research and clinical full-time faculty are able to serve as well. 2) Updated clarification of election voting procedure (written vs. affirmation). We are recommending that all voting for officers be in written format. 3) Standing Committees were added to the Bylaws document for clarity. 4) Review of eligibility for holding officer positions. The committee felt the current policy is best for the Faculty Senate and its members. 5) Discussion of proxy votes and the outdated printed paper notification. The committee agreed that a 24 hour notice via email to the Secretary and/or Secretary- Elect would lessen workload on the officers as well as help hold members accountable.
- Action Taken: Chair will compile changes into one document and upload to Dropbox. The committee members have 1 week to review. Once approved by the committee, the committee will submit to the President for preapproval. Once receiving approval from the President, the committee will submit its recommendations to the Faculty Senate.
- NEXT MEETING: TBD, if needed

### 7.5 Elections (Tom Rishel): No Report

### 7.6 Finance (Amber Cole): No Report

### 7.7. Governance (Don Redalje):

- The Governance Committee discussed the results of the Faculty Senate size poll electronically. The results of the poll were sent to all Senators along with a discussion of the results on December 5. The results of the poll were also sent to the Bylaws Committee for discussion by that committee.
  - o Discussion of the Faculty Senate size poll:
    - Here are the results of the pool that we sent out to all faculty - somewhere near 900 or more folks. I am unsure if this is the final tally or just the ones that had responded prior to the week of November 5. Michelle Arrington, at that time, indicated that she had received the 279 votes that are represented here. We may, or may not, have another version of the reports. The low number of respondents makes the poll less useful and not a true indication of the views of the entire faculty. However, there some interesting points made in the comments section - some that are thoughtful and others that are very troubling.
    - First, there is no clear winning option here. Although option 3 had more "votes," the fact is that 60% of the faculty that did respond did not support option 3. That is significant.
    - Next, I do wish that we had provided the faculty more information on the rationales for each option. Some of the comments address this. There was some confusion as to where the Senate membership numbers came from and why those numbers were chosen. Options 1 and 2 come directly from the current Faculty Senate Bylaws with a comment about addressing the structure to be consistent with the reorganization. Both options follow the standard 1 Senator for each 15 faculty members. Option 1 is based only on Corps of Instruction and Option 2 is based on all USM faculty, including everyone who is not part of the Corps of Instruction (at least some portion of these folks would need to be eligible to serve on the Senate for Option 2 to work). Option 3 is directly from the recommendation from the reorganization implementation subcommittee (Mac sent that out earlier today).
    - Also, there was support in the comments for having faculty who are not in the Corps of Instruction be represented better than they are now. At least Research Professors (all ranks) and Clinical Professors (all ranks) should be considered eligible to be elected to the Senate to represent the non-Corps of Instruction faculty.
    - There was a lot of confusion about what the Senate is, who we represent and serve, who sees the votes in our elections, what level of authority or power the Senate has and a perception that the Senate is weak, and the level of commitment of the elected Senators to do the job for which we were elected.
    - I am most concerned about how the faculty view the Senate and their level of understanding about what the role of the Senate is. I am also very concerned that so few of our colleagues actually took the time to respond

to the poll. Maybe we should do a much better job of interacting with the faculty we represent and with the faculty as a whole. Being elected to the Senate is both a responsibility to serve and a privilege to serve. Are we doing what we need to do to live up to that? Perhaps we should have a session on defining the role of Senators and providing guidance/training for newly elected Senators. This seems like it would be a really good idea.

- The committee will continue to discuss who on the faculty we represent. Do we only represent the Corps of Instruction or do we represent all of the faculty, including Research Professors (all ranks), adjunct professor and any other faculty not defined as being members of the Corps of Instruction. This is a topic that could be addressed by the Senate in a wider discussion. Should some of these non-Corps of Instruction faculty be allowed to serve on the Senate? In many universities Research Professors (all ranks) can serve and have even been elected to be President of their Faculty Senate. The class of faculty we want to discuss are those who will be or have been at USM for more than a 1 year temporary position. These faculty need to be represented (as do all faculty) and we should consider if we want to allow them to serve on the Senate. The committee will be discussing this more in the future. We have just begun to consider this issue and we will work with the Bylaws Committee as we continue to consider these issues.
- The committee will continue to address the issue from last year of strengthening the Faculty Handbook statement of shared governance (section 2.12) and on the evaluation of school directors (modified from section 8.4.7 to account for the new academic structure).

7.8 Gulf Coast (Lee Follett): The Gulf Park Reorganization Proposal is with the provost.

7.9 Handbook (Jeremy Scott): No report

7.9.1 (University) Faculty Handbook Committee Bylaws proposed changes

- Senators generally discussed the situation, but recognized the voting limitations based on December attendance.

7.10 University Relations and Communication (Nicolle Jordan):

7.11 Welfare and Environment (Bob Press):

**1. From Eric Saillant. Parental leave for both parents that does not count against vacation.**

I was able to talk to Hannah Harrison who is the Director of Administration and Support Services at IHL about our ideas to improve parental leave benefits in particular the possibility of instating a paid parental leave that would not take from sick leave or personal leave. She indicated that she is not a Human Resource person but her feedback was that this sounded like a good idea and that usually IHL does not push back on changes an institution wants to make (i.e. it is up to the institution) as long as the change does not conflict with Federal and state laws. I plan to recontact Human Resources with this feedback from IHL and request that they determine if there is any state or federal

regulation that would conflict with a stand-alone parental leave. If that was not the case, it seems that a push back from IHL would not to be expected.

Tracy Englert from the Committee on Services and Resources for Women (CSRW) contacted us to collaborate on this parental leave dossier. This committee (who reports directly to the president) is looking at improving this policy as well. I plan to attend the next meeting of the CSRW committee on their invitation to discuss with them our ideas and theirs and maybe come up with a consensus that would form the base of a joint resolution channeled through both the senate and this committee. It may prove more effective to submit a joint request for information to Human Resources so we will recontact Human Resources after the discussion with the CSRW.

2. **Brian LaPierre** – expanding no weapons areas at USM as Ole Miss has done. The Welfare Committee is drafting a resolution identifying additional ‘non-public’ spaces on campus as appropriate and will report to the Senate. The President’s Cabinet has discussed a draft Weapons Policy that has not been shared with the full Faculty Senate, although the Welfare Committee has had a chance to see it. This is another example of policy being developed without the opportunity for the Faculty Senate to review it in advance and raises an old issue: shared governance. Faculty are among the most involved, but so far they have not had a chance to express their concerns except for a little-publicized and brief meeting some time ago, well before a nearly-complete document has been presented to the President’s Cabinet. The policy should be debated in Senate regarding the narrow definition of non-public places. Ole Miss has designated more campus spaces as non-public than USM and although the Administration has prepared a draft gun policy on campus draft, it leaves room for expanding the non-gun spaces in an amendment to the policy.
3. **Cindy Handley (new assignment); developing with Mac a faculty survey on job satisfaction.** Senators are requested to ask their constituents for suggested questions to include in the survey, which will be distributed to all faculty in the spring.
4. **Jonathan Yarrington** – environment. No update report.
5. **Winston Choi** – liaison with SGA. The SGA is studying appropriate use of building names, specifically the McCain library in view of the mention on the Clyde Kennard plaque mentioning that Kennard’s admission to USM “was obstructed” by McCain and state officials.
6. **Bradley Green.** Mental health. This follows up on Senate action from November recommending that USM take a no-cost step to help faculty have half-cost access to a meditation program. The Administration opted not to allow this as shown by Brad’s report:

Message from the Provost’s office (from Krystyna): I’ve had a chance to review these sites the SCS has recommended (free meditation/relaxation apps) in regards to the request from Faculty Senate to partner with Headspace). HR will be adding a mental health resources page to our website; in addition to these apps, we will also add the list of community resources that SCS provided. At this time with so many free apps available that SCS recommends, I do not see the need to pursue a partnership with an app that charges at this time.

If more research or consideration is needed, please let us know.

Thank you,

Krystyna

Brad's response:

I assume the SCS is the Student Counseling Services, who proposed the free apps, none of which were part of our proposal. Here is my response:

And this:

Hello Dr. Moser,

This is the last thing I will say on the subject. The reason for pursuing a partnership is that it cuts the cost to USM employees by about two thirds, at no expense to the university. That is what the Headspace corporate partnerships representative has said to me repeatedly. They would also provide information materials to inform USM employees about the app and its benefits. The benefit to Headspace is the new enrollments, which at volume, even at such a large reduction in cost, is worthwhile to them. I'll let the Headspace rep know USM is not interested. If anyone in administration would want to discuss it with him directly I will be happy to pass along his contact information.

Thank you for your consideration,

7. **Other issues:** following up on minority hiring practices, including training on questions used by interviewing committees (unassigned); waiting for new compression and inversion updates from the Administration; waiting for further study on equal pay issues by the administration.

#### 7.11.1 University Symbols and Mission Resolution

- An SGA representative addressed the faculty and explained the motivation behind looking into the naming of buildings on campus. The SGA will be doing research prior to creating a formal resolution.
- December 14, 2018, introducing a Resolution at Faculty Senate (as read in the Senate meeting)

Our Faculty Senate support of the SGA study of building names on campus is for them to research the issues and make a report to the Administration. Given that our mission and goals state that USM is above all 'student-centered,' it seems useful to support this student initiative and see where it goes.

We should retain a sense of history; we teach history; we learn from history. As an academic institution, we also teach by what we adopt as symbols. The Presidency of Dr.



McCain is permanently noted in the rotunda of USM and should be. In addition, we teach about civil rights and the civil war (including the role of Major General Forrest) as we should.

Nevertheless, as an academic institution, as opposed to a city or county government, we are also teaching by what we choose to honor on our campus. Moreover, we should honor (in terms of naming buildings and streets, for example) those who symbolize those who represent our USM mission and goals of inclusiveness and diversity as publicly stated on our web pages. Whomever we choose to elevate and honor on campus sends a message to our students of what we as an institution consider people important enough to honor.

Bob Press, Faculty Senator December 14, 2018

The Resolution is as follows. It will be voted on in the February meeting 2019

Faculty Senate Resolution # (2018-2019)

Authored by Robert Press

Co-authored (as of December 14, 2018) by Brian LaPierre, Eric Saillant, Tim Rehner, Kevin Greene, Catharine Bomhold, Mac Alford, Susan Hrostowski [other names may be added later]

WHEREAS the Student Government Association at USM has formed a committee to study the historic names of buildings in light of the mission and values of USM to be inclusive;

WHEREAS the immediate focus of the SGA inquiry is the earlier naming of the main USM library after former USM President William D. McCain;

WHEREAS the Mississippi Freedom Trail marker unveiled in 2018 in front of the Kennard-Washington building and honoring the late African –American Clyde Kennard whose several attempts to enroll in USM “were obstructed by college president William D. McCain and state officials”;

THEREFORE BE IT RESOLVED THAT THE FACULTY SENATE supports the above-mentioned SGA initiative;

THEREFORE BE IT FURTHER RESOLVED THAT THE FACULTY SENATE also supports an inquiry into the appropriateness of retaining the name of Forrest Hall and of Forrest Avenue on the USM Hattiesburg campus, named after Major General Nathan Bedford Forrest, a civil war era leader of the Ku Klux Klan.

THEREFORE BE IT FINALLY RESOLVED THAT copies of this resolution shall be sent to the Faculty Senate, the Provost, and the President of USM.

- Senators generally discussed the proposal, but recognized the voting limitations based on December attendance.

8.0 Outside Committee Reports: No reports

9.0 Reports from Other University Advisory Bodies: No reports

10.0 Consent Items

10.1 None

11.0 Unfinished Business

11.1 None

12.0 New Business

12.1 None

13.0 Good of the Order

14.0 Announcements

14.1 Next Senate Meeting: February 1, 2:00 p.m., Union Hall of Honors with IVN to North Academic Building 125 (Gulf Park)

14.2 Next Senate Executive Meeting: TBD

14.3 Next Senate Administration Meeting: March (TBD)

14.4 Next Staff Council meeting: January 3, 9:30–11:00 a.m., Gulf Park

15.0 Adjourn